



ANNUAL ESG REPORT

APRIL 2024





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INTRODUCTION - OUR PROCESSES



WT delivers expert advice and consultancy services to the construction industry. This includes but is not limited to the following services:

- Quantity Surveying
- Project Management / Employer's Agent Services
- Facilities Management Consultancy Services
- Health & Safety Consultancy, including Principal Designer Services
- Risk and Value Management
- Technical Due Diligence Consultancy Services
- Life Cycle Costing Consultancy Services
- Expert Witness Consultancy Services Valuation Consultancy Services

As an independent construction consultancy company solely owned by our Employees, our integrity underpins everything we do, we aim to always set and maintain the highest standards of corporate citizenship.

Environmental, Social and Corporate Governance (ESG), is at the forefront of how we convey this and is integral to our business. To deliver on our ESG strategy we have an internal ESG Group drawn from across our business. These highly motivated and committed professionals are empowered to implement and direct change and report directly to our Executive Management Team. Our commitment comes from the top and is cascaded down to all employees via regular training and continued professional development opportunities.

We recognise that our business does not have as many direct environmental consequences as, for example, the manufacturing sector, but the projects we work on can provide significant environmental and social benefit and it is part of our professional roles to optimise these benefits.

We are committed to optimising our positive contribution to the environment and the communities we work in and believe this is supported by us showing leadership in thought and example. We are constantly evolving the way we operate as a business and will continue to do so to ensure that we stay at the forefront of our profession. To keep our approach in step we have and will continue to review it quarterly and reporting annually.

Every member of our team has at least one personal objective relating to ESG initiatives to enable us to continually improve and evolve our ESG performance.

In this annual update we use the subdivisions of Environmental, Social (Our Team and Our Communities) and Governance to demonstrate our current activities and new initiatives to promote sustainable value in everything we do.



ENVIRONMENTAL - OUR PHILOSOPHY

We understand that our operations have a local, regional, and potentially global impact. We support sustainability in two ways, firstly as part of our provision of advice and consultancy services to the construction and property industry where we promote the use of sustainable solutions, and secondly as part of our own business operation. We are committed to protecting the environment and promoting the conservation of natural resources, preventing environmental pollution, and continuously improving our environmental performance.

We have identified our own organisation's direct impacts predominantly as being business related travel and office operations. Environmental regulations, laws, and codes of practice are the minimum standard to be achieved and we are actively work towards exceeding these standards. We review our environmental compliance on an on-going basis and ensure that our processes and procedures are updated to account for the latest requirements. Our Environmental Management System ensures that we take account of our environmental impact and operate in an environmentally responsible way, minimising waste and recycling as much as possible.

To improve our environmental performance, we measure our significant impacts and perform regular audits to ensure we achieve continual improvement. We raise awareness of this policy through guidelines for suppliers and interested parties, internal communications, and staff training, and ensure it is regularly reviewed and updated.

ISO14001:2015 forms the basis of WT's Environmental Management System and is a core component of WT's Business Management System. This is recognised and supported by our Executive Management Team and staff who in turn are collectively committed to the continual improvement of our environmental performance.



7 Millbank, London



No 1 Liverpool Street, London



101 Moorgate, London



Curtain House, London



UK OFFICE CARBON ASSESSMENT UPDATE

Updated Carbon Assessments have been carried out for our Leeds, Manchester, Sheffield, Nottingham, Birmingham and Croydon offices, WT have also incorporated assessments at our Cambridge Office and London Office, which has now been combined with the Croydon Office. To facilitate the carbon assessment a template calculator produced by Scottish and Southern Energy Networks was used to carry out the carbon emissions calculation. Data on homeworking practices and employee commuting was collected through an online survey issued to all employees. Information on the gas, electric and water usage for each office was requested from the respective landlords and expenses data was provided by the accounts team. Collection of the energy usage data was challenging due to the way in which some of the offices are charged for their utility use and after review of the responses received an agreed number of assumptions had to be made to allow the calculation to be completed.

The results of the assessment have shown that the majority of the carbon produced by WT offices is from employee travel, commuting and to a lesser extent electricity usage in the offices. The results of the survey have been forwarded to the lead director for each office for them to develop an office specific carbon reduction plan with the goal of finding ways that will lower the carbon emissions year on year. A further target for the year ahead will be to collect a more complete dataset in each area and to keep improving the accuracy of the calculation so the impact of any mitigation strategies employed can be accurately assessed. The scope of the assessments will also be expanded to include the Cambridge and London offices.

The previous assessment carried out in 2023 for our UK Offices demonstrated 295.1 tCO₂e of carbon emissions. Our updated Carbon Emissions for our UK Offices in 2023 was 250.5 tCO₂e. Since the previous assessments, the output results have shown an overall increase to WT's carbon emissions, however the 2024 figures now include two additional WT Offices in Cambridge and London that would demonstrate the natural increase to our overall carbon emissions.

Key patterns that WT will investigate further across the coming year include the increase in scope 3 emissions at several WT offices that can be explained by staff attending the offices on a more regular basis after COVID, individual office staff numbers increasing and improved energy usage data being more readily available improving carbon emission accuracy from 2023:

WT Office	Scope 2 CO ₂ e - 2023	Scope 3 CO ₂ e - 2023	Scope 2 CO ₂ e - 2024	Scope 3 CO ₂ e - 2024	Variance Scope 2	Variance Scope 3
Leeds	1.7	39.3	1.3	50.2	-23.53%	27.74%
Manchester	0.5	14.7	0.2	25.1	-60.00%	70.75%
Sheffield	1.7	45.8	1.6	53.8	-5.88%	17.47%
Nottingham	1.0	31.1	0.8	17.1	-20.00%	-45.02%
Birmingham	1.7	37.0	1.9	51.2	11.76%	38.38%
Croydon/London	6.2	114.4	4.8	108.8	-22.58%	-4.90%
Cambridge	0	0	0.6	33.2	N/A	N/A
Totals	12.8	282.3	11.2	339.4		



UK OFFICE CARBON ASSESSMENT UPDATE



SCOPE 1 (Direct Emissions)

Combustion of fuels in stationary locations (gas boilers for offices)
Emissions associated with company owned vehicles on business miles

Divided itself into four:

1. Stationary fuels, heating sources
2. Mobile combustion all vehicles owned or controlled by the firm, burning fuel
3. Fugitive emissions leaks to the air of greenhouse gases (refrigeration, air conditioning units)
4. Process emission released during industrial processes and on site manufacturing

SCOPE 2 (Indirect Emissions)

Purchased electricity, heat and steam e.g., generation of electricity fuel mix unless private generation, then linked to national grid.

SCOPE 3 (Other Indirect Emissions)

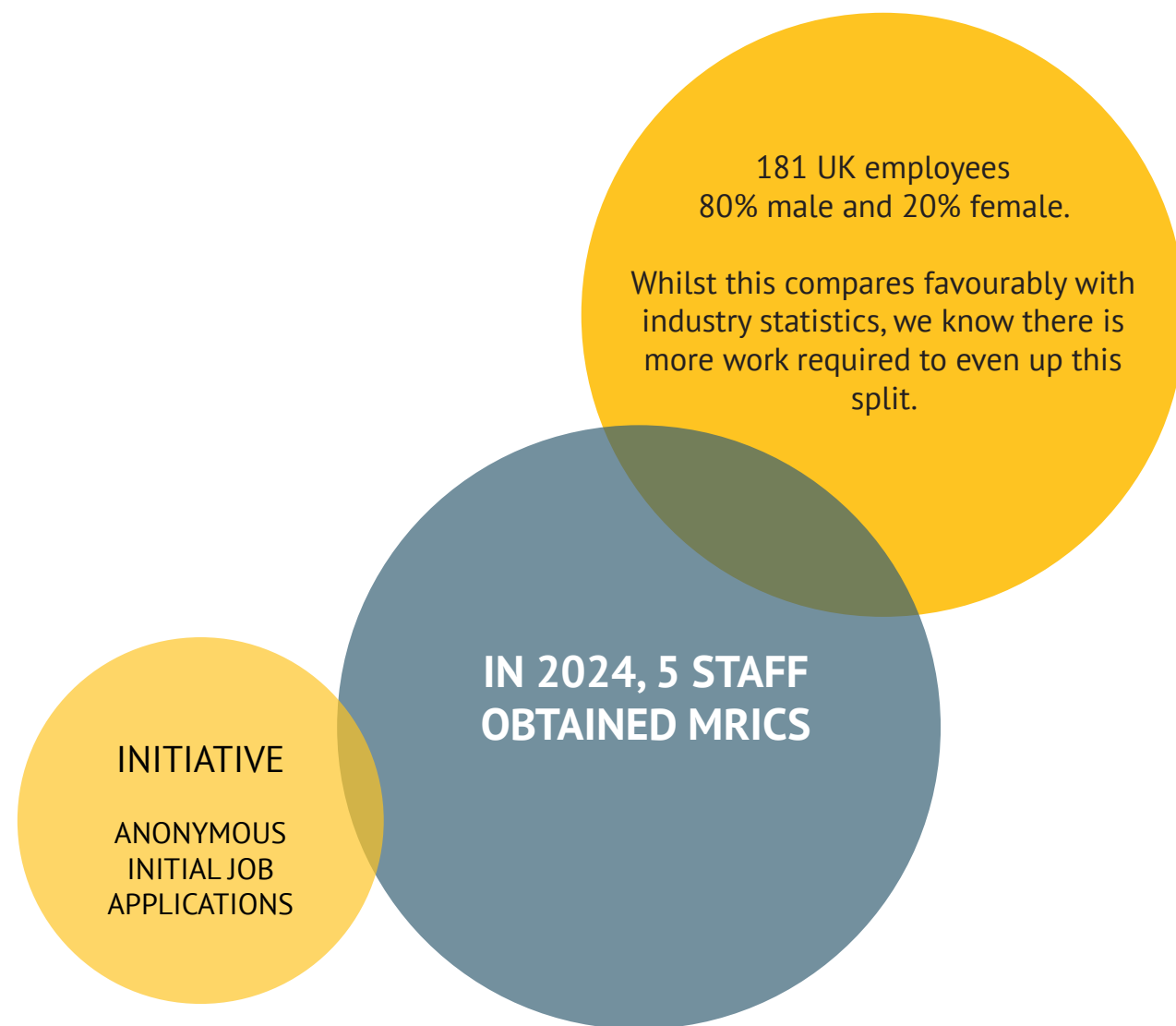
Associated with sale of or purchase of goods/ services.

Emissions that occur in the value chain of the reporting company including both upstream and downstream e.g., the company's operations.

- Purchased goods and services
- Business travel
- Employee commuting
- Waste disposal
- Use of sold products
- Transportation and distribution (up and downstream)
- Investments
- Leased assets and franchises

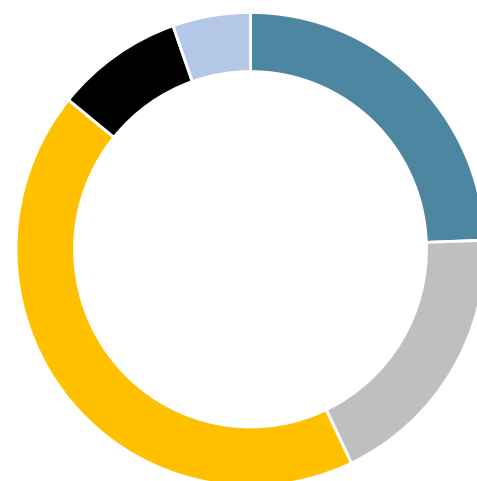


SOCIAL - OUR TEAM



We pride ourselves on our Director led service delivery with approximately 47% of our technical staff operate as either Directors or Associates Directors.

We currently employ 9 apprentices (5% of overall technical staff) across the UK and we are proud be supporting them in their early careers.



■ Director ■ Associate ■ Technical ■ Administrative ■ Apprentices

5

Number of New RICS



9

Apprentices



22

New Starters



20

New Promotions



SOCIAL - OUR TEAM

In 2024 WT have continued to measure our performance on a national scale and last year set a Social Value target of £125,000 to achieve across all our UK Offices. We are pleased to have surpassed this target of £125,000 and recorded almost 2,650 hours of social value activity at a total social value cost of over £232,000, including proxy values for our current apprentice roles. Forming part of our 2024 total figures £26,550 has been raised directly by our staff and/or donated by the company supporting social value activities.

Beyond our overall social value measure, we have continued to engage with clients in causes they support to ensure that we feed back into the local communities that we work within. This included continuing to support the MoJ with our Prison Leaver Initiative and further supporting the MoJ in their Greenspace Initiative spending several days at two locations via our staff in the Northern Hub and Nottingham Offices. Through our annual golf day, we supported Mates in Mind and The Firefighters Charity (linked to our commission at London Fire Brigade) which raised circa £7,000 split between the two charities. We have also continued to support several of our Healthcare clients via our Sheffield and Birmingham Offices.

For the forthcoming year, we have set several qualitative and quantitative goals for the business, including an ambitious target of a minimum of £250,000 in social value enterprise. We will look to achieve this by continuing to record all our Social Value proxy values and further align with the National TOMS framework to appropriately capture our Social Value outputs. In addition we actively encourage every member of staff to utilise their personal CSR for social value activity.

Other key targets for our social value activities include:

- Increasing our social value collaboration with existing client.
- Updating the company ESG statement to align with our objectives and obligations to our staff, clients, and communities.
- Prison leaver rehabilitation – continuing our support for the MoJ to minimise re-offending and provide opportunities to prison leavers.
- Maintaining the commitment, we have made our local communities, sponsorship and volunteering time, resources and knowledge.
- Increase our support to young people wanting to enter the construction industry, through supporting curriculum activities and providing appropriate work experience in Facilities Management/Quantity Surveying and Project Management roles at a number of higher education establishments such as Leeds College of Building, University of Wolverhampton, Sheffield Hallam University and Lincoln College
- Continue mentoring young people with their education and career paths.



WT VOLUNTEERING

STUDENT ENGAGEMENT EVENT AT CREWE
ENGINEERING & DESIGN UNIVERSITY TECHNICAL COLLEGE
WT BIRMINGHAM



SOCIAL - STAFF PHYSICAL HEALTH & WELLBEING

FLEXIBLE WORKING & EMPLOYEE ASSISTANCE PROGRAMME

WT continues to adopt a hybrid working approach that allows everyone the flexibility of working from home for up to two days per week where work commitments allow. Specific arrangements for each of our UK offices are determined by local management teams to ensure all of our offices are open 5 days a week and the team and mentoring benefits of being physically together are also maintained.



WT aim to ensure all our employees receive the support they need and deserve. The Employee Assistance Programme with Health Assured provides on-going confidential, compassionate support for everyone in all areas of their personal and business lives.

Health & Lifestyle	Legal Information	Home Life	Work Life
<ul style="list-style-type: none">Physical HealthMental HealthSickness absenceCritical & traumatic incidentsEldercareRehabilitationAddictionCancer survivorshipTerminal illness	<ul style="list-style-type: none">Probate & willsLegal queriesCaring for a dependantDebt & financialBuying a new homeSeparation and divorce	<ul style="list-style-type: none">Identity & LGBTDomestic abuseDiscriminationChildcareBereavement & lossRelationships & martial	<ul style="list-style-type: none">'Leavism' &'Presenteeism'Managing changeReturn to workBullying & harassmentRedeploymentRedundancyRetirementStress

Our investment in resources to bolster employee well-being allows us to provide:

- A culture of helping others, with mentors assigned to new employees and available to address concerns or questions including relating to H&S. We also have 3 Mental Health First Aiders and are looking to train more employees in this role.
- Increased support for employees with disabilities, illnesses or challenging personal circumstances.
- Online workshops held weekly on wellbeing topics including - getting enough sleep; mental health and stress awareness; adaptability and change.
- Drop-in sessions and CPD training during Mental Health Awareness week.
- A 'cycle to work' scheme and fitness initiatives and free gym membership.
- Flexible Work Arrangements: We offer flexible hours, and part-time work to support work-life balance and reduce stress.
- Mental Health Awareness and Training: We provide training and education to increase awareness of mental health issues and reduce stigma.
- Workload and Workload Management: We always ensure that workloads are reasonable, and employees are not consistently overburdened.
- Anti-discrimination and Inclusivity: We promote inclusivity and diversity within the organisation and have clear anti-discrimination policies in place to support all employees.





SOCIAL - CHARITIES & CSR DAYS



WT provides all staff with paid days to undertake charity work or fundraising with all staff encouraged to use these days as part of their annual personal objective. Each member of staff has a personal objective to complete at least one CSR day per year



Over
£26,550
Raised in 2024





EQUALITY AND DIVERSITY

In early 2023, WT formed the Equality, Diversity and Inclusion (EDI) Operational Support Group, with the aim of advancing EDI throughout our company. Although we recognise we have a long road to travel, the EDI have succeeded in undertaking initial reviews of existing company policies to better align with industry standards and undertaken an initial review of the company website which has been taken forward to a formal review stage.

2024 also saw a successful CPD event to celebrate international women's day along with a collaborative women in construction panel event with Pocket Living.

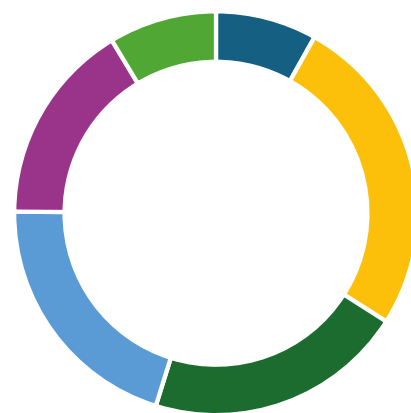
For 2025, the EDI team are looking to feed into an updated EDI statement along with developing the a new EDI strategy for WT to follow over the next two years.

Within the aforementioned strategy, along with encouraging the advancement of the EDI throughout the business, the EDI team are keen to diversify further to other underrepresented groups and communities. We will initially look to build out this in four particular areas of focus;

- **Policies** – ensuring the alignment with industry standards in the context of EDI
- **Recruitment** – reviewing current strategies and assessing how the company can encourage more diverse applicants to look to join WT
- **Training** – for existing staff at all levels of the business
- **Careers** – looking at how we can look to enhance our gender and ethnicity imbalance, especially at junior and entry level positions.

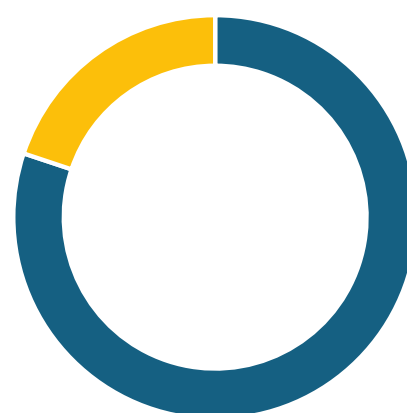


Age



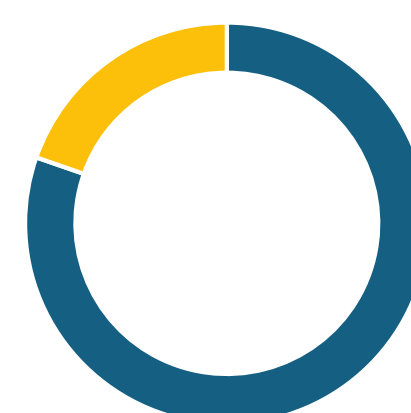
■ <25 ■ 25-35 ■ 35-45 ■ 45-55 ■ 55-65 ■ 65+

Sex



■ Male ■ Female

Race



■ White British ■ Other

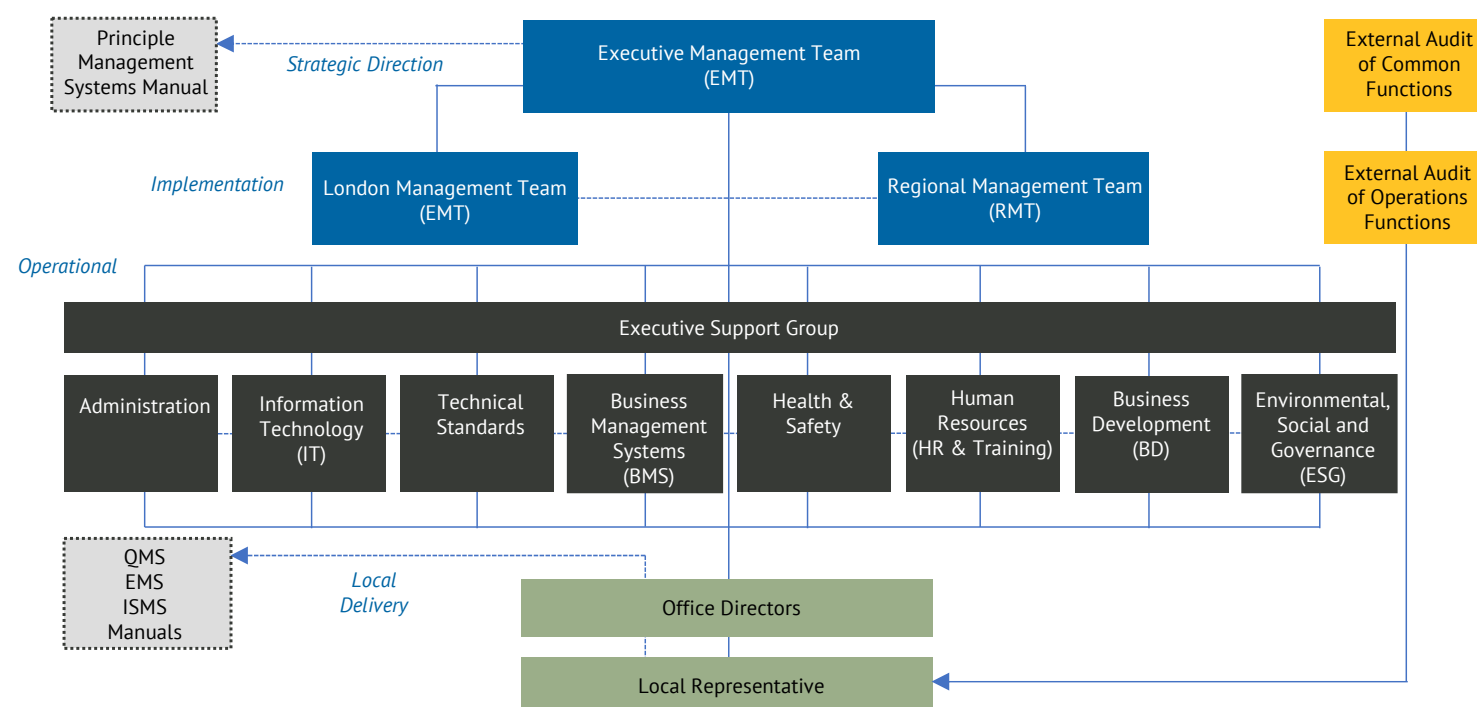


GOVERNANCE

Our ESG working group was founded in 2021 and represents a reflective cross section of all WT staffing profile from age to seniority, supported and reporting to WT's Executive Management Team to ensure that key issues, improvements, and initiatives are documented and represented in our overriding Quality Management Systems.

The ESG working group is appropriately trained and in place to:

- Encourage to enhance communication at all levels at all levels within WT
- To gauge feedback on what we are doing well and help us establish a means of doing things better
- Provide a conduit for monitoring and ensuring the initiatives are implemented
- Seek ideas for new initiatives for ESG and WT's wider business



All WT's services are organised and delivered in accordance with our Quality Management System (QMS) which is fully accredited to QMS ISO 9001 and has been in operation since 1994 which ensures well established and proven procedures to manage and deliver the right quality and value for money for all our professional services. We also take environmental, health and safety and information security issues seriously and are accredited to BS EN ISO 14001 for Environmental Management, CHAS for Health and Safety and Cyber Essentials Plus for Security Management. Our Quality Management System fully meets the requirements of ISO 9001 and ensures we can be relied upon to provide a quality and consistent service from all our UK offices. Our environmental culture is supported by certification to ISO 14001 which has achieved year-on-year reductions in the key resources we use. Our environmental awareness also enhances the support we provide clients in the construction and subsequent running of sustainable buildings through the delivery of our professional services.

Our systems, processes and technology are certified in all UK offices to Cyber Essentials Plus and additionally ISO 27001 in the Leeds office. This enables any of our clients, particularly those in the financial services and public sectors, to have the confidence that any data we hold and manage on their behalf is correctly treated and securely maintained. The key to our continuing success is our people with whom we continue to develop and invest, which is recognised with the Investors in People standard. All of the above cover the following scope of services: Quantity Surveying, Project Management, Principal Designer and associated specialist advisory services. All UK offices are also certified to the CHAS standard.

WT PARTNERSHIP IS AN AWARD-WINNING INTERNATIONAL COST AND PROJECT MANAGEMENT CONSULTANCY PRACTICE.

Our expertise covers the building, construction and infrastructure sectors, as well as consultancy services that assist with the acquisition, operation and divestment of assets.

WT draws on the collective experience, knowledge and capability of our professional staff in locations throughout Oceania, Asia, UK & Europe, North America and India/Middle East to provide our clients with the right advice on all aspects of cost, value and risk to assist in achieving optimum commercial outcomes.

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CONNECT WITH OUR GLOBAL
NETWORK AT WTPARTNERSHIP.COM

AUSTRALIA, CANADA, CHINA, GERMANY,
HONG KONG, INDIA, INDONESIA, ITALY,
JAPAN, MACAU, MALAYSIA, NEW ZEALAND,
SAUDI ARABIA, SINGAPORE, SOUTH AFRICA,
SPAIN, SWEDEN, THAILAND, UAE, UNITED
KINGDOM, UNITED STATES AND VIETNAM.

Carbon Reduction Plan

Supplier name: **WT Partnership Limited**

Publication date: **10th January 2025**

Commitment to achieving Net Zero

WT Partnership Limited is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2023	
Additional Details relating to the Baseline Emissions calculations.	
<p>In 2023, WT established our baseline emissions for our UK business. This included our current staff and current UK offices where data was available. In 2023 WT opened up two new office locations at Cambridge and Central London. Due to the lack of data available for these office locations they were excluded from the baseline calculations for 2023.</p> <p>All scope 1 emissions were excluded from the baseline assessment as the business doesn't carry out combustion of fuels on any of their properties and does not own or lease any vehicles.</p>	
Baseline year emissions: 1st January 2023 to 31st December 2023	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Not Applicable
Scope 2	12.8
Scope 3 (Included Sources)	282.3
Total Emissions	295.1

Current Emissions Reporting

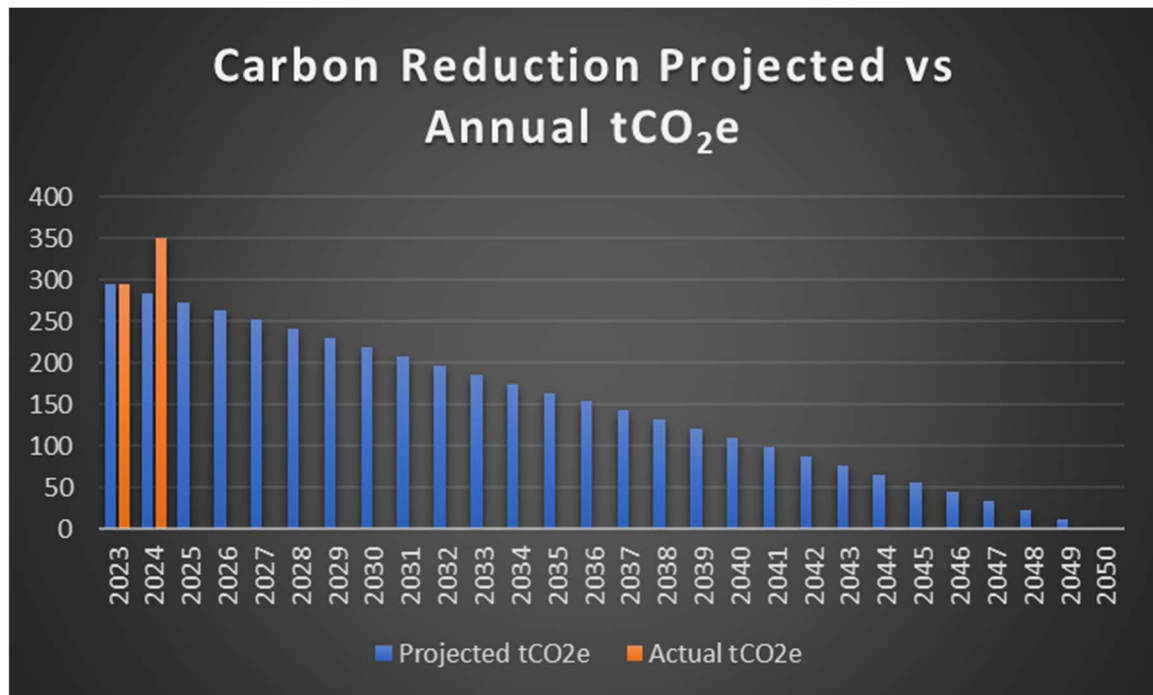
Reporting Year: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Not Applicable
Scope 2	11.2
Scope 3 (Included Sources)	339.4
Total Emissions	350.6

Emissions reduction targets

As a service organisation, WT is dedicated to reaching Net Zero emissions by 2050, with an interim goal of reducing carbon emissions by 45% in the next five years. Please see below our roadmap to achieve this goal.



Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

WT's main target across 2023 was to ensure that all our portfolio buildings were appropriately captured within the 2024 period, namely our Cambridge and Central London Office. We were also aware that the emissions data available in 2023 needed improvement.

In 2023, WT worked on this information via better engaging with our landlords to improve Office data and incorporate all our office portfolio within our calculations which we have now completed.

As a result of this process WT's emissions have increased in 2024 by 18.8%. This is due to the addition of two new office locations and improvement in more accurate landlord data related to our office energy usage.

A significant carbon reduction project undertaken by WT in 2023, was the implementation of our company wide Electric Vehicle salary sacrifice scheme. This has now been fully implemented and take up via our internal staff has commenced.

Future carbon reduction initiatives

The below actions have been identified for implementation over the next calendar year:

1. Encourage further use of public transport over cars for business mileage, albeit recognising that limitations of public transport and practicalities often necessitate car use.
2. Review locations of projects relative to offices, ensuring undue travel is undertaken. This forms part of WT's project resourcing process
3. Continue to encourage the uptake of WT's salary sacrifice scheme for all WT staff for electric vehicles or hybrids only to reduce the number of petrol/diesel vehicle usage.

4. Develop a WT standard office procurement checklist, prioritising the environmental performance of offices when renewing leases or relocating offices, along with commercial considerations.
5. Work closely with existing Landlords to obtain more accurate and comprehensive data for office energy usage.
6. Engage with all Landlords to implement sub-meters at all WT offices where feasible.
7. Implement individual office sustainability inspections and reviews to consider low-cost improvements to offices – e.g. installation PIR sensors, LED lighting systems, where not already in place. This will be focused on generally as part of office upgrades where the lease is of suitable length and in conjunction with landlord initiatives.
8. Implement an evaluation process for environmental performance of suppliers WT utilise. This will form part of the initial appointment and supplier/sub-consultant reviews.
9. Source electricity from renewable sources where we have control over the supplier and work with existing Landlords to encourage the switch to suppliers that utilise renewable energy sources.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of WT Partnership Limited:



Date: 14th April 2024

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>